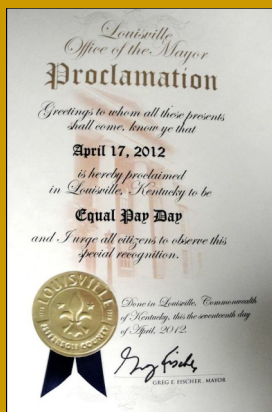




Chris Owens
Director

April 17th women will be wearing red to represent the gender wage gap. Mayor Fischer proclaimed April 17th to be **Equal Pay Day** in Louisville.



RED ALERT: Part 2, Equal Pay Day—April 17th

Contributed by: Hayee Beggs

Last week we discussed the importance of Equal Pay Day: a day of awareness recognizing the wage gap between men and women. In this edition, we explore the leadership qualities of women as well as different leadership styles of women that make them successful. Having proved women are not only equal to men in this aspect, but often more competent brings us to the even greater importance of pay equity and all that Equal Pay Day acknowledges.

The [Harvard Business Review Blog Network](#) article by Jack Zenger and Joseph Folkman discusses a study about the overall leadership effectiveness by gender (and profession). At every level, more women were rated by their peers, bosses, direct reports, and associates as better overall leaders than their male counterparts. Men narrowly outscored women (see the [chart](#)) in one category of the survey: "Develops Strategic Perspective."

Perhaps most importantly, two of the traits where women outscored men the most have long been considered strengths specific to males: **taking initiative and driving for results**. Another study produced by [Northwestern University Department of Psychology](#) found that the behavior of female leaders, compared to male leaders, may be more interper-

sonally oriented, democratic, and transformational. An article by Carol Hymowitz on Forbes.com (click [here](#) to read more) points out the fact that despite these results, women still do not often get the same chance as men to show their leadership talents.

It was reported that in a study, 28% of 800 companies cited "achieving leadership diversity" among their top 10 priorities in 2009; 40% of the companies said it wasn't a priority at all. It is this attitude that often will ultimately result in the wage gap for women we still see today.

Whether you are an employer, business-owner, or a concerned individual, you can help close the wage gap by getting involved in the National Committee on [Pay Equity Equal Pay Day campaign](#), [auditing](#) your company's pay practices, or by forming/joining [WAGE clubs](#).

Pay Equity for Women At The Top?

[Forbes looks at the top 500 & CEO Pay, 2010](#)

[Gender Gap in Executive Pay from 2012 study](#)

Happenings of Interest to Women

Why is the e-NEWS discussion about women & leadership?

Because among the myths about women there is the belief women don't have an interest in leadership or the necessary skills to achieve equal pay.

There are many women role models who disprove the myths... [Louisville native, Tori Murden McClure](#), the current president of [Spalding University](#) is one Example. She is the focus of an April 2012 Harvard Business Review article:

Kentucky Commission on Women's Pay Equity Timeline & 2012 Fact Sheet.

Don't forget that **Equal Pay Day is Tuesday, April 17th**. Be sure to wear **RED** to symbolize how far women are "in the red" with their pay!



[Holocaust Remembrance Day](#)—April 19, 2012

[International Mother Earth Day](#)—April 22, 2012

More online:

[OFW Community Calendar](#)

It's not to late ... Volunteers are still needed. Join Mayor Fischer's "Give a Day" Week of Service. Mayor Greg Fischer's goal for the Give A Day week is to set a world's record for caring – with at least 55,000 volunteers and acts of compassion. If you or your organization would like to be involved in "Give a Day," sign up for a project [here](#)! To see other options click [here](#) and then click on the Give A Day icon.



MAYOR'S WEEK OF SERVICE
APRIL 15–22, 2012

[Wilderness Leadership-On the Job](#), by John Kanengieter and Aparna Rajapopal-Durbin.

The article bases its discussion points, "Five principles from outdoor exploration that will make you a better

manager" on Tori's achievements and how her experiences translate to management and leadership skills.

Even without the exceptional examples of women leaders, the facts speak clearly: Women, not their pay, excel as leaders, frontline employees in [not-for-profits](#) and for profit endeavors, in male and [female dominated](#) industries.



Women for Habitat (W4H)

Contributed by: Dee Allen, 2012 Volunteer W4H Chair

EMPOWERMENT – liberation, inspiration, encouragement, equality – that's the vision of Women for Habitat!

Working to build community one home, one relationship, one block at a time through Habitat for Humanity Metro Louisville, W4H is a group of women who sponsor a home (raise \$45,000) and recruit women volunteers to actually build that home each year.

We raise the roof on our SWEET SIXTEEN home June 6-9 and hope you'll join us! You may contact **Carin Veech**, Volunteer Coordinator, for more information about this and all Habitat volunteer opportunities! (Or call 502.805.1408)

We will be working under the leadership of Habitat house leader Susan Turner during the RTR week as well as each Saturday leading up to Dedication Day (usually about 12-15 weeks). Women – including our partner family – will learn and share experiences not soon forgotten!

There are many ways W4H provides empowerment opportunities including:

Providing basic construction classes to Habitat partner families so they can not only participate in a meaningful way by building their home and their neighbors' homes but also by maintaining their homes – women helping women – awesome!

Providing childcare while partner families, often single moms, participate in required Habitat education classes at our Portland HQ – great way to be of service and have some fun once a month!

Use your own passion and experience – act as a budget mentor or advocate with a Habitat family, use your photography skills to document W4H empowerment in action for our website, work with girls' schools to develop annual Habitat projects, organize block parties in Habitat neighborhoods, or hold a FUNdraising event!

Empowerment for women through Habitat for Humanity – a gift we each receive as we give. Come share YOUR gift with us! Contact Carin Veech at Habitat or **Dee Allen**, 2012 Volunteer W4H Chair (or call 574-3576 direct work/742-3007 evenings/377-1614 cell).

FIBERWORKS ! A Window To The World

For those who don't know, Fiberworks is an Americana Community Center program where immigrant and refugee women hone fiber art talents while improving their English literacy and developing skills related to entrepreneurship. You could say the results offer a window to the world.

The colorful splashes of art produced by the program have delighted visitors and customers since Fiberworks began in 2005. One unexpected project is the loom restoration. Sitting prominently on a work table center stage is a tabletop wooden heddle loom from the early 1900s. Once the restoration is complete, the loom will become another tool for the program.

Fiberworks is online. You can find them on the Americana Community Center's [website](#); like them on [Facebook](#); or keep up with their activities by visiting their [blog](#). In addition to news (Fiberworks connection to 21C Museum Hotel), the blog displays photos and videos; how you can volunteer and find their scheduled activities. (Fiberworks will be participating in Buy Local First, on Sunday, May 20th at the Water Tower.)



Disclaimer: Office For Women cannot guarantee accuracy of information from third parties. Please use contact information provided to confirm dates, times, and locations.

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